









Building the Bench

Mentorship Programs At
White Sands Missile Range

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Two Programs, One Goal

★ *Executive Development Program (EDP)*

- ★ GS-13 & GS-14

★ *Reaching New Heights Professional Development Program (RNH)*

- ★ GS-12 & below
- ★ Wage-grade




A stylized illustration featuring several business professionals in a meeting. The figures are rendered in a simplified, rounded style with yellow heads and bodies, and brown suits. They are positioned on a green field with purple lines, under a blue sky with dark blue rectangular shapes. The text is overlaid on the central figure.

The Mission

*Executive Development
Program*

Reaching New Heights
Professional Development Program


Executive Development Program

A stylized illustration of several business professionals in a meeting. The figures are rendered in a simplified, rounded style with a limited color palette of red, orange, and yellow. They are positioned in a semi-circle, facing each other, suggesting a collaborative environment. The background is a solid light blue, and the floor is a light green. The overall aesthetic is modern and professional.

“...to provide leadership skills and focused professional development training to employees with potential for advancement, in order to prepare for vacancies in key leadership positions that may arise at some point in the future.”

Reaching New Heights

Professional Development Program

A stylized illustration featuring several business professionals in business suits, rendered in a simplified, rounded style with yellow heads and brown bodies. They are positioned on a winding path that leads towards the horizon. The background is a light blue sky and a green field. The text is overlaid on the central part of the image.

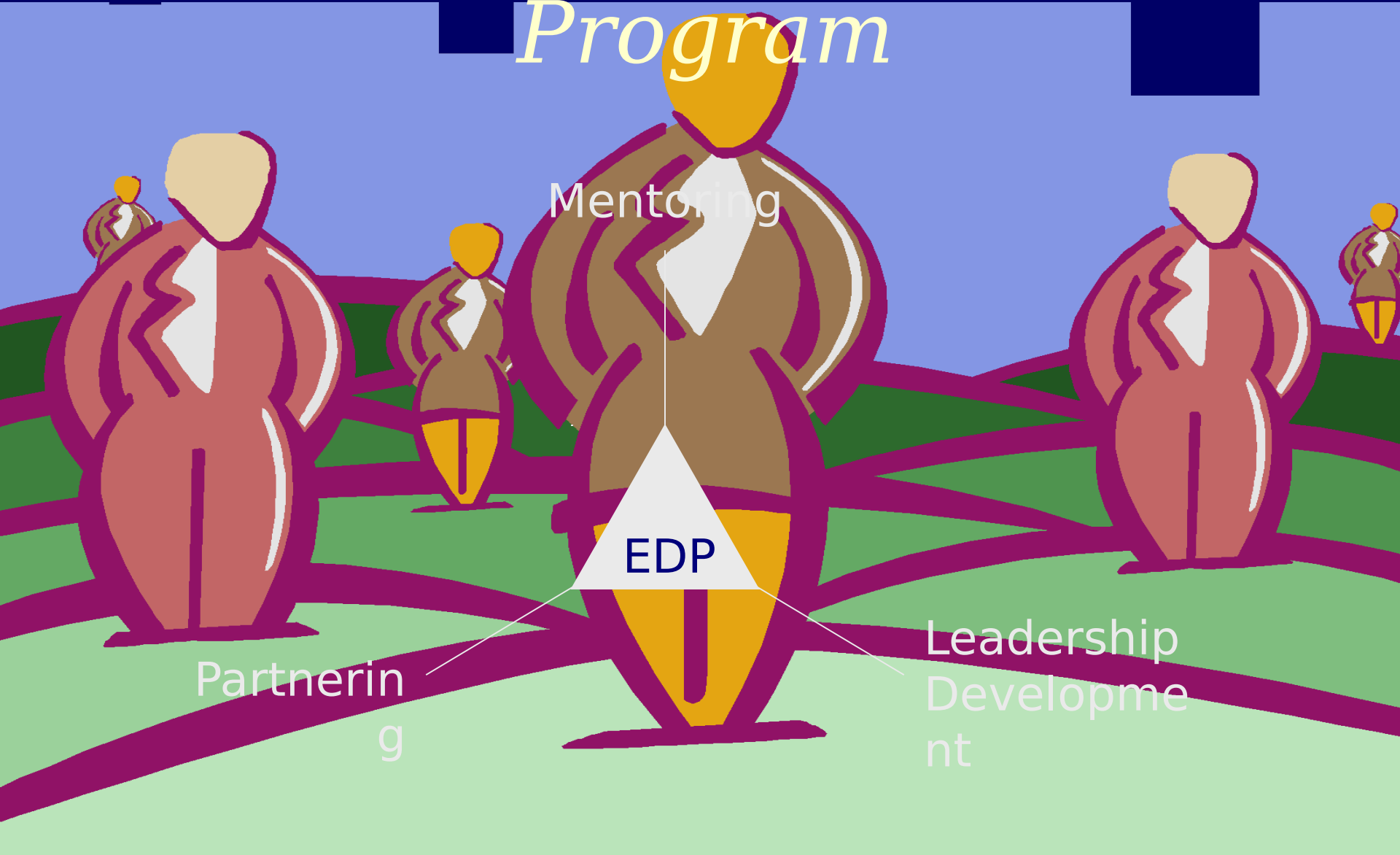
“...to provide individualized career development training to junior members of the workforce, in order to prepare for possible changes in organization requirements or vacancies in higher-level positions that may arise at some point in the future.”

The Basic Structure

A stylized illustration featuring several figures in business attire. The figures are composed of simple shapes: a yellow head, a brown suit jacket, a white shirt, and a yellow tie. They are standing on a green field with a blue sky in the background. The figures are arranged in a way that suggests a group meeting or a presentation. The central figure is slightly larger and more prominent than the others.

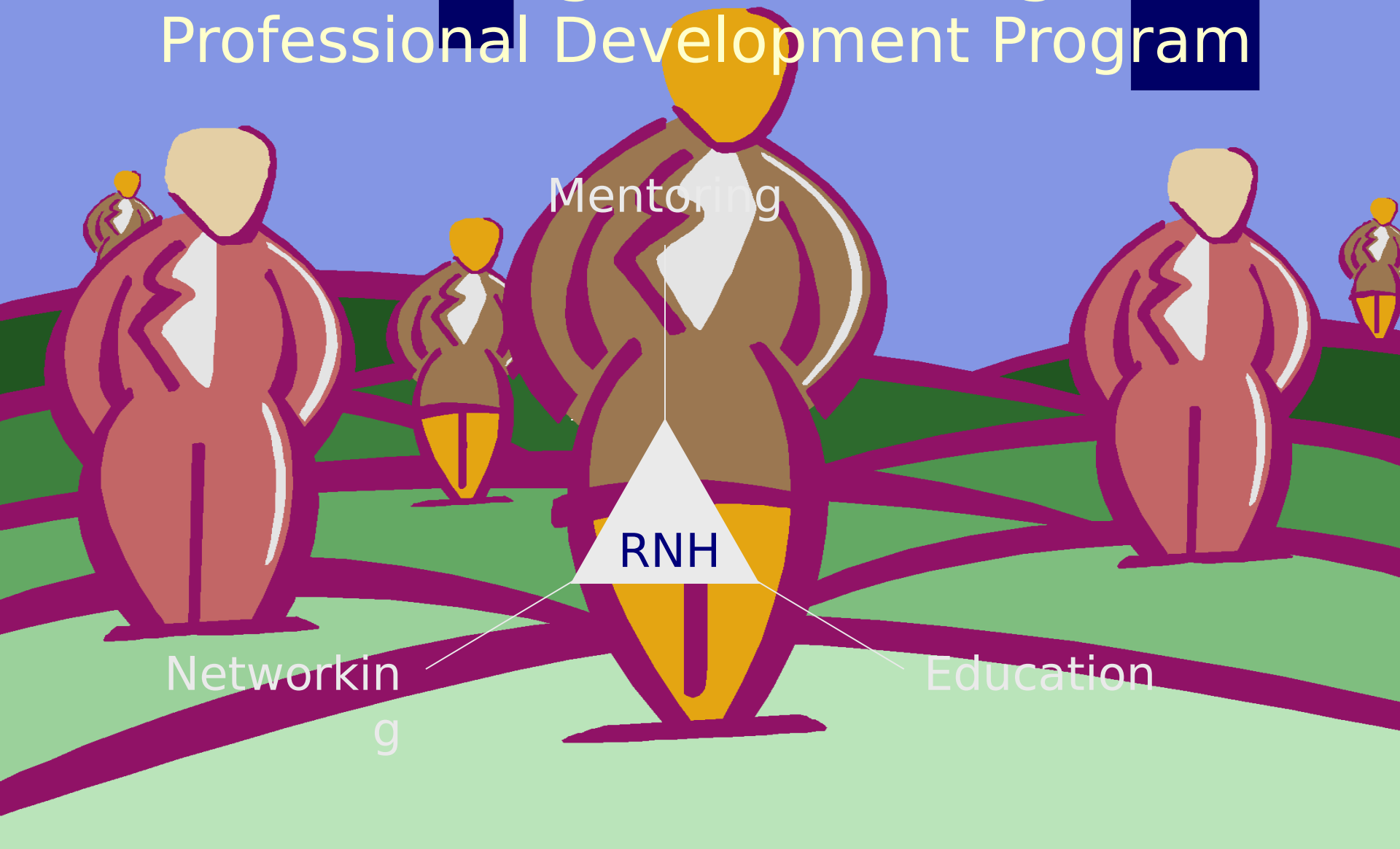
Three-step Approach

Executive Development Program



Reaching New Heights

Professional Development Program



A stylized illustration of several business people in a meeting. The figures are composed of simple shapes: a large central figure with a yellow head and brown suit, and several smaller figures with yellow heads and reddish-brown suits. They are standing on a green floor with purple lines, against a blue background with dark blue rectangular shapes.

Program Details

--Eligibility--

--Requirements--

--Costs & Benefits--

--Employee Recognition--

Eligibility

★ *EDP*

- ★ GS-13 or GS-14
- ★ Endorsement by:
 - ★ Supervisor
 - ★ Organization Director

★ *RNH*

- ★ GS-12 & below or WG/WS employee
- ★ Endorsement by:
 - ★ Supervisor
 - ★ Organization Director

Executive Development

Program Requirements

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- ★ Emphasis on leadership development
 - ★ 12-month program
 - ★ Partnership with senior-level installation directors
 - ★ Regular meetings between mentors/protégés
 - ★ Administered by CPAC
 - ★ Monthly workshops
 - ★ 4 leadership books
 - ★ CG leadership briefing
 - ★ Group research project
 - ★ 5 of 7 leadership courses
 - Dale Carnegie course
 - Team-building course
 - LEAD
 - OLE
 - PME I
 - PME II
 - SBLM

Reaching New Heights

Professional Development Program Requirements

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- A stylized illustration of several people in business attire (suits and dresses) walking along a winding path. The path is light green, and the background is a solid blue. The figures are rendered in a simplified, almost abstract style with large heads and simple bodies. The colors used for the figures are primarily brown, tan, and yellow. The overall composition suggests a journey or a path towards a goal, which aligns with the 'Reaching New Heights' theme.
- ★ Emphasis on individual career development
 - ★ 9-month program
 - ★ Networking with higher-level employees
 - ★ Regular meetings between mentors/protégés
 - ★ Administered by EEO
 - ★ Monthly workshops facilitated by guest speakers
 - ★ 1 leadership book
 - ★ Group project
 - ★ 1 university-level course (government-funded)

Costs and Benefits

★ *EDP*

- ★ Organization-funded
- ★ Competitive selection
- ★ Increases visibility of participant

★ *RNH*

- ★ \$10k budgeted
- ★ Non-competitive selection, voluntary
- ★ Furthers career development

Graduation Ceremony

★ For both programs:

★ Commanding
General presents:

- ★ Certificate of Completion
- ★ Commander's Coin



For More Information

★ Contact the
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Advisory Center

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